

GRESHAM, SMITH AND PARTNERS

# Sustainability Action Plan

2013



## OUR COMMITMENT:

Integrate sustainability into our culture, processes and outcomes to positively impact our clients, communities and employees

## CULTURE

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We strive to foster a culture of innovation based upon our mission to LISTEN, THINK, TRANSFORM, and PROVE by bringing together a wide range of our cross discipline practitioners to implement best practices and push boundaries to provide progressive, evidence based solutions that foster environmental, economic and social success for our clients, our communities and our employees.

### PEOPLE

A Sustainability Leadership Award is presented at our annual Celebration highlighting the efforts of up and coming staff members exceeding expectations on sustainability issues.

Education, professional growth and empowerment are fostered.

The health and wellness program discounts gym memberships and offers smoking cessation class rebates.

Volunteer efforts through organizations such as the United Way and the Salvation Army are encouraged and celebrated.

### SUPPLIES

Paperless processes are encouraged through software availability and double-sided printer defaults.

The company store employs sustainability criteria for selecting and products.

Firmwide company standards for office and kitchen supplies mandate recycled content.



Our LEED-CI Silver Certified Jacksonville office;  
A Nashville employee enjoys onsite electric vehicle stations



### PLACES

Each of our 16 offices employs a recycling program that includes, at a minimum, paper, plastic and metal. Composting, batteries and e-waste diversion also occurs at select offices.

New or renovated spaces will achieve LEED certification. Currently our Tampa and Jacksonville offices are both Silver.

Energy reduction is a priority. All CRT monitors have been replaced by LCD monitors, incandescent lamps are being eliminated, an ENERGY STAR only equipment policy is in place, all offices have occupancy sensors in meeting rooms and other common areas and all employees are required to shut down electrical items at their desk when leaving.

We are working to track our internal energy usage and are working to reduce our carbon footprint.

### TRANSPORTATION

In order to incentivize mass transit use, the Commuter Benefits Program has been established to allow employees to use pre-tax income to pay for transit passes.

A telecommuting policy has been established to allow employees with the appropriate responsibilities the flexibility to work from home to reduce commuting trips.

Staff utilizes video conferencing and teleconferencing to reduce business travel.

Electric vehicle charging stations are available to greater than 50% of the employees.



## PROCESSES

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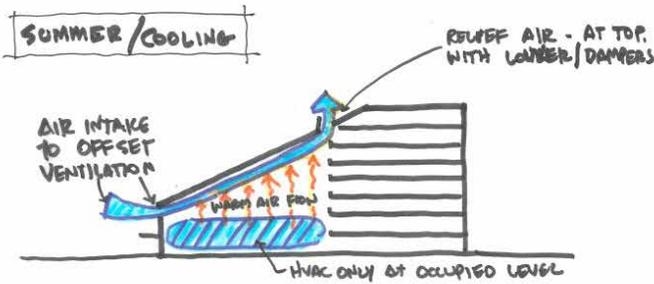
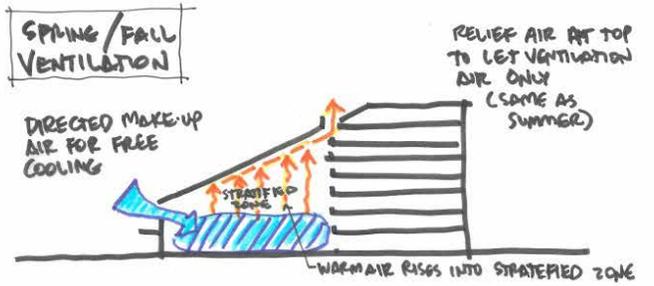
We pursue solutions to design challenges that emphasize total cost of ownership and a holistic approach to high efficiency design. We are signatories to the AIA 2030 Commitment and include the design targets and validation requirements into our processes.

### DESIGN STRATEGY

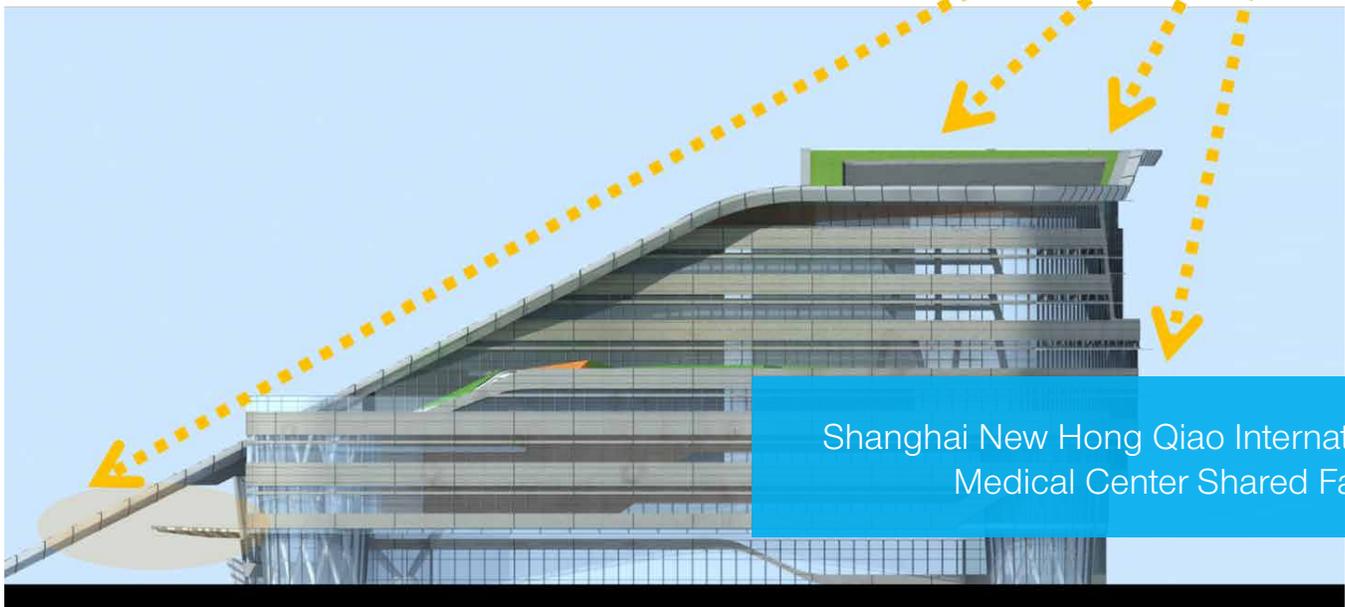
Each project follows our 6 step High Performance Design Process to ensure that appropriate targets are established and tracked throughout the design, construction and post occupancy phases.

- Benchmark
- Set Goals with Clients
- Employ Strategic Method
- Measure Predicted Outcomes
- Alternative Evaluation (ROI)
- Record Metrics

Each applicable project starts by targeting energy efficiencies that would earn the Energy Star label.



To support the medical campus' goal of establishing a healthy and safe environment, the design of the Shanghai New Hongqiao International Medical City Shared Facility incorporated multiple sustainable and green building philosophies. By integrating technology, building systems, water conservation, energy recovery, energy production and management of the campus waste stream it is possible to reduce the medical city's carbon footprint well below that of a conventional healthcare campus.



Shanghai New Hong Qiao International Medical Center Shared Facility



## OUTCOMES

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It all comes down to results and rigorous tracking and reporting of relevant metrics. While the performance metrics are critical, the systematic evaluation of satisfaction from the user, the client, the public and the project team are just as important.

### REPORTING

GS&P tracks and reports the Energy Use Intensity (EUI) and Lighting Power Density (LPD) of our applicable building projects.

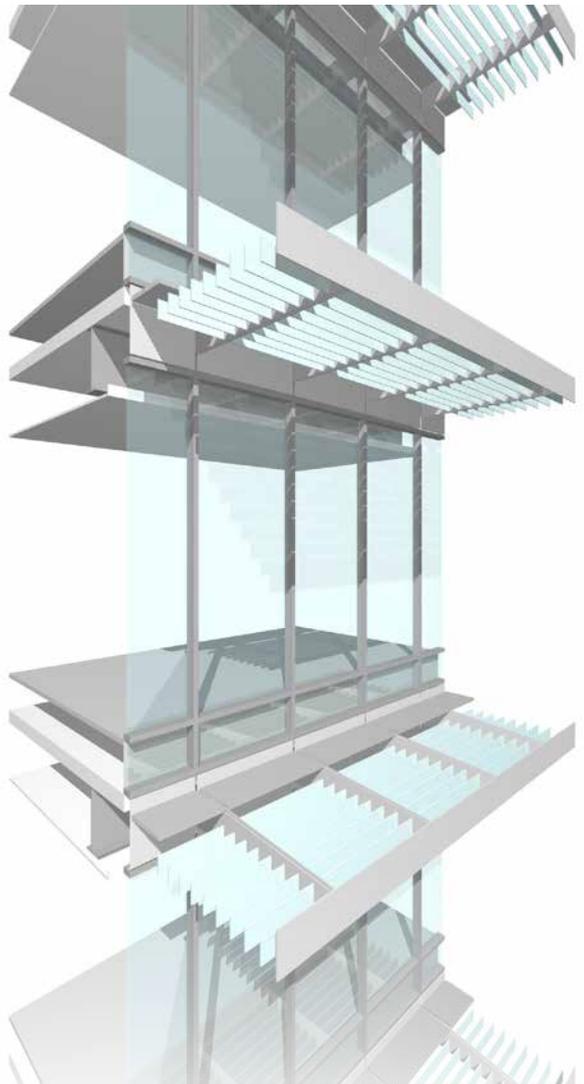
We will begin tracking other resource consumption data for our building and infrastructure projects.

Our clients are encouraged to utilize the ENERGY STAR Portfolio Manager energy/water management tool to track the performance of the building and share the data.

### GROWTH

We will continue to develop our knowledge, expertise and skills through education, strategic hiring and an empowered and passionate staff.

Strategic allocation of resources is a paramount responsibility for leaders in our industry. We take this responsibility seriously and will continue to pursue opportunities for improved performance.



## Nissan North America

The 460,000-square-foot building was designed to incorporate sustainability in both interior and exterior environments. The commitment to energy efficiency earned the U.S. EPA's 2009 ENERGY STAR®, signifying that the building's energy performance rates in the top 25% of facilities nationwide.

## ABOUT US

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Gresham, Smith and Partners provides design and consulting solutions for the built environment that contribute to the success of national and international clients. For more than 40 years, GS&P has focused on enhancing quality of life and sustainability within our communities. GS&P consists of industry-leading professionals practicing architecture and engineering design as well as scientists and highly specialized strategic and management consultants in Aviation, Corporate and Urban Design, Environmental Compliance, Federal, Healthcare, Industrial, Land Planning, Transportation and Water Services. GS&P consistently ranks among the top architecture and engineering firms in the world. For more information regarding GS&P, visit [www.greshamsmith.com](http://www.greshamsmith.com).

## OUR EXPERTISE

Aviation  
Corporate + Urban Design  
Environmental Compliance  
Federal  
Healthcare  
Industrial  
Land Planning  
Transportation  
Water Services



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